



**Testimony of Kia F. Murrell
Associate Counsel, CBIA
Before the Committee on Labor and Public Employees
Hartford, CT
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S.B. 184 AAC The Definition of Employer in the Family and Medical Leave Act

Good Afternoon Senator Prague, Representative Zalaski and other members of the Committee. My name is Kia Murrell and I am Associate Counsel at the Connecticut Business and Industry Association (CBIA). CBIA representing more than 10,000 companies throughout the state of Connecticut, but most of our members are small businesses of 50 or fewer employees.

CBIA generally supports legislation which controls labor costs for Connecticut employers or that which enhances employer flexibility in managing their employees. We find SB 184 to do both so we support it.

SB 184 clarifies state law to provide that the Family and Medical Leave Act (FMLA) applies only to employers employing seventy-five (75) or more employees in the state. Without this clarification, there may be confusion among employers with large workforces generally, but a limited number of employees within Connecticut. This clarification is a welcome change for those employers, particularly smaller ones who have been complying with the state and federal FMLA laws despite not having the requisite number of employees in the state that would subject them to the state law (ie, 75 or more)

For these reasons, we support SB 184 and urge the Committee to adopt it.